

Carbondale Community High School District 165
2022-23 Annual Strategic Plan Update



Fast Facts about Carbondale Community High School District 165

The high school district of Carbondale, Illinois serves approximately 1,000 students in grades 9-12 with a faculty and staff of 150 employees. A new high school campus was opened on June 2, 2003. Carbondale has a population of 25,000 and is the location of Southern Illinois University.

The high school provides a comprehensive educational program that provides vocational and college preparatory programs that are influenced by extremes in economic and cultural backgrounds within a diverse student population. Comprehensive co-curricular activities are offered in a broad range of programs in athletics, the arts and student clubs. The high school enjoys a well-established tradition of excellence and has the support of the community for its school, faculty and administration.

The Class of 2023 reported scholarships of over three million dollars to support their attendance at over 40 colleges and universities throughout the country. Campuses that 2023 graduates will attend include American University, Ball State University, Brigham Young University, Carnegie Mellon, Colorado University, Dartmouth, Illinois State University, John A. Logan College, Lawrence Technological University, Massachusetts Institute of Technology (MIT), McKendree University, Missouri Baptist University, Missouri State University, Northern Illinois University, Purdue University, Quincy University, Southern Illinois University - Carbondale, Southern Illinois University – Edwardsville, Southeast Missouri State University, St. Charles Community College, St. Louis University, The Ohio State University, University of California, University of Technical Institute, University of Arizona, University of Evansville, University of Illinois at Chicago, University of Illinois at Urbana-Champaign, University of Illinois at Springfield, University of Memphis, University of Missouri, University of Wisconsin, and Utah Valley University. Graduates have also committed to serve in the United States Army National Guard and Army ROTC.

35 Illinois State Scholars, 4 National Merit Commended Honorees, 2 National Merit Finalists, and 1 National Merit Scholarship recipient

Garwin Family Foundation sponsorship of students to pursue rigorous summer academic programs at Stanford, University of Michigan (Math & Science Scholars Program), University of Iowa (Young Writer's Institute), U-Chicago, MIT Beaverworks, NASA's SEES Program, Awesome Math, University of Missouri - St. Louis (Students & Teachers as Research Scientists), and University of Colorado, Boulder (Summer Science Program)

Nationally Recognized Scholar Bowl and Physics Teams

Music Program top three State Finalist nine of the last 11 years (State Champion in 2014)

National Medal Winner in the Scholastic Art and Writing Awards (Top 1% of all entries)

Three State FBLA Champions: Public Speaking, Sales Presentation, Word Processing

Illinois Junior Science and Humanities Symposium Winner

State Finalists in Speech, History Fair, Science Fair, Science/Engineering Team, FBLA and Skills USA

Over \$250,000 in Education Foundation Grants Awarded to Students and Faculty for Programs and Scholarships

Carbondale Community High School District 165 Strategic Plan



Carbondale Community High School District 165 Strategic Plan 2022-2026

Mission: *Provide students a personal pathway to a productive future.*

Motto: *Every student matters, every moment counts*

Vision: This Portrait serves as a *“North Star” for the district and school transformation.* This collection vision provides strategic direction for the improvement of the overall education experience for CCHS District 165 students. It **invigorates and engages students, staff, and community stakeholders.** This destination describes **where the district aspires to be by 2030.**

<p><u>Graduate Portrait: Each Graduate becomes:</u> Life, College, & Career Ready A Problem Solver/Critical Thinker A Creator, Communicator & Collaborator Digitally Literate An Adaptable, Resilient, Empowered & Self-Sufficient Learner Personally Responsible with a Growth Mindset A Cultural and Equity Advocate An Empathetic Citizen</p>	<p><u>Adult Portrait: Each Employee demonstrates:</u> A Passion for Learning & Teaching Clear Communication & Engaging Collaboration Respectful, Ethical, & Trusting Relationships Cultural & Equitable Advocacy Adaptive & Progressive Team Player Skills Innovation, Digital Literacy and Real-World Applications Responsibility & Accountability Student Agency Promotion</p>
<p><u>The System supports and provides:</u> Clarity of Purpose & Focus Optimal Respect & Value of its Students, Staff, & Community A Growth & Continuous Improvement Mindset Opportunities for Shared Decision-making, Voice, & Feedback A Sense of Community & Belonging Cohesion in Working Toward Common Goals Clear, Two-way Communication Excellent Stewardship of Resources</p>	<p>Core Values: the following values will guide behaviors and actions. Equity & Fairness Diversity & Inclusion Growth & Continuous Improvement Communication & Collaboration Trusting Relationships & Partnerships Responsibility & Accountability Innovation & Future Focus</p>

Long Range Goal Statement	Aligned Strategies
<p>Student Growth and Achievement: Prepare all students for college, career, and post-secondary success.</p>	<p>1. Improve equity and overall student achievement while providing the necessary level of support to ensure the academic success among all student group populations.</p> <p>2. Enhance with student input the overall student day and year through reimagining the daily schedule, course offerings, electives, periods in the day, extra-curricular activities, and other afterschool and summer learning opportunities.</p> <p>3. Improve communication, collaboration, and alignment with all PK-8 feeder elementary districts to ready all students for high school.</p>
<p>Learning Environment: Promote an environment that is respectful, innovative, inclusive, and supportive.</p>	<p>4. Reimagine opportunities to enhance student life skills, address student social emotional needs, and improve student behaviors, and attendance.</p>
<p>High-Quality Workforce: Recruit, develop, and retain a high-quality workforce to ensure and strengthen workplace competencies, collaboration, and satisfaction.</p>	<p>5. Recruit and retain a high-quality staff that exemplifies diversity, collaboration, and satisfaction.</p> <p>6. Enrich certified staff professional learning that leads to innovation and project-based, real-world learning that is responsive to student voice and choice.</p>
<p>Family and Community Partnerships: Cultivate partnerships with families and the community to support and expand learning opportunities for students.</p>	<p>7. Strengthen relationships with families through increased education, engagement, and outreach.</p> <p>8. Enhance Life, College, and Career Readiness through enhanced relationships with SIU, JALC, SIH, and other community businesses and partners.</p>
<p>Resources: Make effective and efficient use of resources to maximize educational success.</p>	<p>9. Continue to make facility and technology upgrades and provide better space utilization to improve learning and teaching.</p>

Goal 1 - Student Growth and Achievement: Prepare all students for college, career, and post-secondary success.

What we've done so far:

Ensure the academic success among all student populations.

- Began research on benchmarking tools and intervention programs.
- Developed a pilot program of the STAR benchmarking assessment and Freckle intervention program for the 2023-2024 school year.
- Continued course alignment to state standards and SAT assessment standards.

With student input, enhance the overall student day and year.

- Added Heritage Spanish 1, AP Psychology, and Welding courses for the 2023-2024 school year.
- Began planning Cosmetology program for the 2024-25 school year.
- Continued Summer Enrichment, Credit Recovery, and Terrier Tutoring programs.

Improve communication, collaboration, and alignment with all PK-8 feeder elementary districts.

- Met with feeder school representatives throughout the 2023-2024 school year to develop a plan for future articulation.
- Created an articulation playbook document to guide future articulation work.
- Set articulation focus on the CCHS Portrait of a Graduate. Selected "Personal Responsibility and Growth Mindset" as the first element of the portrait to focus on with all K-12 students who will attend CCHS.
- Defined "Personal Responsibility and Growth Mindset" with assistance from the PBIS Team.

Where we're going next:

Ensure the academic success among all student populations.

- Pilot the STAR benchmarking test and Freckle intervention program during Terrier Time.

With student input, enhance the overall student day and year.

- Heritage Spanish 1, AP Psychology, and Welding courses will begin in the 2023-2024 school year.
- Continue development of the Cosmetology program.
- New course proposals in October 2023 will include Welding 2 and Cosmetology.
- Begin course pathway research.

Improve communication, collaboration, and alignment with all PK-8 feeder elementary districts.

- Implement articulation plan completed during the 2023-24 school year by starting with the "Personal Responsibility and Growth Mindset" element of the Portrait of a Graduate.
- Plan and execute the September and May Articulation Days.
- Set check in meetings with feeder school articulation team.
- Work on implementation plan for the next element of the Portrait of a Graduate to focus on for the 2024-2025 school year.

Year one Key Performance Indicators and Targets:	2021-22	2022-23	Target
Graduation Rate	80.5%	80%	86%
9 th Grade on Track Rate	80.2%	79%	88%
2.75 Grade Point Average	62.4%	60.5%	70%
SAT Math	30%	27%	BLY
SAT English	32%	32%	BLY
AP/CTE/DC/Honors Enrollment	57%	62%	62%

BLY = Baseline Year

Goal 2 - Learning Environment: Promote an environment that is respectful, innovative, inclusive, and supportive.

What we've done so far:

- Advance student life skills, address student social emotional needs, and improve student behaviors, and attendance.
- Successfully implemented Terrier Time, 30-minute daily activity period, to improve student grades, attendance, and discipline by giving every student a relationship with a trusted adult in the building.
 - Provided resources and supports to teachers during implementation to ensure the success of Terrier Time.
 - Used data to identify the needs of students and developed two sub-committees to research new strategies and programs to address those needs.
 - Implemented systems to share data on grades, attendance, and discipline with students on a weekly basis.
 - Rewarded student behavior by providing monthly, quarterly, and semester contests and prizes.
 - Met with feeder schools to discuss freshman transition and supports needed for the incoming 9th graders.

Where we're going next:

- Advance student life skills, address student social emotional needs, and improve student behaviors, and attendance.
- Institute a Freshman Academy for incoming students.
 - Create and implement Summer Enrichment Terrier 101 class to induct 9th graders into CCHS
 - Create Freshman Tier 2/3 monitoring team
 - Meet with all feeder schools on SEL needs of incoming freshman
 - Develop counseling SEL groups in Terrier Time
 - Expand Freshman Mentor involvement beyond freshman orientation
 - Increase the number of class meetings with freshman
 - Expand ways to reward students (school wide and Tier 2/3 freshman and sophomore students).
 - Provide professional development to staff to increase awareness and understanding of the social emotional and behavioral needs of students.
 - Implement an alternative to suspension program to decrease out of school suspension numbers.
 - Monitor and implement current/new policies and procedures in regards to discipline and attendance.
 - Continue to disseminate information in Terrier Time to students on grades, attendance and discipline.
 - Continue to support staff in the implementation of Terrier Time.
 - Communicate the measures that are taken to ensure student and staff safety on a daily basis.

Year one Key Performance Indicators and Targets:	2021-22	2022-23	Target
- Percentage of students meeting or exceeding the CCHS target attendance rate of 91%.	62.1%	68.3%	75%
- Percentage of students with 3 or fewer tardies each quarter.	76.3%	79.6	76%
- Percentage of students with 5 or fewer behavior referrals.	82.5%	77.8%	83%
- Number of in-school suspensions (ISS) issued.	2011	1596	BLY
- Number of out-of-school suspensions (OSS) issued.	87	115	BLY

BLY = Baseline Year

Goal 3 - High-Quality Workforce: Recruit, develop, and retain a high-quality workforce to ensure and strengthen workplace competencies, collaboration, and satisfaction.

What we've done so far:

Strengthen workplace diversity, collaboration, shared decision-making and satisfaction.

- Created a Terrier Spotlight process for implementation next school year. This process includes highlighting faculty and staff members each month, recognizing their accomplishments, and providing them with rewards with the goal to increase employee satisfaction.
- Created an exit survey for both certified and non-certified staff members. This survey will be implemented and completed with exiting faculty and staff members this school year. The data from these surveys will assist in setting targets for improvement.
- Created a monthly gift calendar for implementation next year that will allow clubs and organizations to sign up for special gifts each month for our faculty and staff.

Enrich certified staff professional learning that leads to innovation and project-based, real-world learning that is responsive to student voice and choice.

- Researched opportunities throughout the school year when professional development opportunities are available for faculty and staff. Will provide staff a calendar to reference each school year.
- Will implement Teach Plus Affinity Groups at CCHS to cultivate inclusive spaces shaped by and for educators of color.

Where we're going next:

Strengthen workplace diversity, collaboration, shared decision-making and satisfaction.

Enrich professional learning that leads to innovation and project-based, real-world learning that is responsive to student voice and choice.

- Research and investigate ways to enhance and streamline our application process through a centralized software program.
- Investigate ways to use the 5 Essentials data for school improvement.

Enrich certified staff professional learning that leads to innovation and project-based, real-world learning that is responsive to student voice and choice.

- Investigate ways to incorporate Solution Tree within our professional development calendar as it relates to individual departments.

Year one Key Performance Indicators and Targets:	2022-23	2023-24
○ Staff Demographics (Percent minority)		
▪ Administrators	40%	TBD
▪ Faculty	6%	TBD
▪ Staff	28%	TBD
○ Staff Retention	87%	TBD
○ Staff Performance Evaluations	100%	TBD

Goal 4 - Family and Community Partnerships: Cultivate partnerships with families and the community to support and expand learning opportunities for students.

What we've done so far:

Strengthen relationships and satisfaction with families.

- CCHS held its first community meet and greet and open house during the 2022-23 school year. The vision for the event was to allow families to tour the building and meet faculty, staff, and administration to build a positive rapport at the beginning of the school year.
- CCHS increased advertisement and incentives for families to attend parent teacher conferences during the 2022-23 school year. Baseline data was gathered to show that 16.8% of students had at least one parent schedule a conference.
- CCHS increased advertisement and adjusted the layout for 9th grade parent orientation. This is the first point of contact for many families to the District, and providing the right information in an inviting format is paramount for a proper induction into the high school.
- CCHS increased advertisement for parent and guardian participation on the annual 5 Essentials Survey. This increase in advertisement led to a 5% increase in participation.

Enhance life, college, and career readiness exchanging resources with SIU, JALC, SIH, and other community businesses and partners.

- Fostered relationship with SIU to grow scholarship opportunities for CCHS students.
 - 39 students from the class of 2022 enrolled at SIU. The largest class from any high school in the country.
 - 40 students from the class of 2023 have registered at SIU, on track to be the largest class from any high school in the country, two years in a row.
 - SIU awarded CCHS students over 1 million dollars in scholarships to the class of 2023. This number includes two Chancellor's Scholars and three Saluki Support awards that provide full tuition, room, and board to attendees.
- Fostered relationship with John A. Logan College to strengthen the transition from CCHS to JALC.
- Hosted the second annual CCHS Job Fair that allowed students to prepare, meet, and interview with perspective employers from Carbondale for summer employment. Over 30 students were offered a job and additional students were given second interviews for potential placement.

Where we're going next:

Strengthen relationships and satisfaction with families.

- CCHS will continue to expand the community meet and greet/open house concept during the 2023-24 school year with hopes to grow the event by increasing advertisement and attendance incentives.
- CCHS has set plans in place to add a second semester parent teacher event to the calendar. This will allow more parents to attend conferences and provide an opportunity for second semester classes to have an official parent teacher conference event to discuss student progress.
- CCHS will work to track attendance for the community meet and greet, parent teacher conferences, and freshman orientation so that targets can be set for future key performance indicators.

Enhance life, college, and career readiness exchanging resources with SIU, JALC, SIH, and other community businesses and partners.

- CCHS will work to further career exploration opportunities for students by working with SIU, JALC, SIH, and other community businesses and partners to expose students to the career opportunities available in southern Illinois through presentations during Terrier Time
- CCHS will continue to plan and expand the CCHS Job Fair during the 2023-24 school year by preparing more students to attend and recruiting more employers to participate.

Year one Key Performance Indicators and Targets:

	2021-22	2022-23
- Percentage of family participation on annual 5 Essentials Survey	22%	27%
- Donations to the CCHS Education Foundation	\$88,000	\$63,162
- Parent 5 Essentials Completion	22.3%	27%

Goal 5 - Resources: Make effective and efficient use of resources to maximize educational success.

What we've done so far:

Construct facility and technology upgrades and provide better space utilization.

- Developed a process to analyze the timeliness of maintenance and IT help desk tickets being resolved
- Implemented a quarterly cleanliness survey to get feedback on how we can improve the facilities
 - Ratings per category through the 3rd quarter
 - How clean are the surfaces around you? (2.67 out of 5.00)
 - How clean are the floors and carpets? (2.46 out of 5.00)
 - How clean are the entrance doors and windows in the building? (3.35 out of 5.00)
 - How clean are the restrooms? (2.31 out of 5.00)
 - How would you rate the timeliness of the trash pick-up? (3.93 out of 5.00)
- Scheduled the remainder of our HLS Survey projects to be completed this summer to remain in compliance
- Monitor our AFR profile score and days cash on hand to ensure we are in good financial standing
 - We currently have a 4.0 overall financial profile score, putting us at recognition status for FY22.
 - Our day's cash on hand as of FY22 is at 258 days
 - This number is inflated due to ESSER funding and additional CPPRT funds that the District has received over the past two years. We expect this figure to level out in the coming year fiscal years as this funding ceases.

Where we're going next:

Construct facility and technology upgrades and provide better space utilization.

- Set targets for IT and Maintenance tickets to be completed.
- Onboard the new custodial contractor, implement a quarterly cleanliness survey for their work, and improve facility cleanliness.
 - We will work with the new custodial contractor to implement a quarterly cleanliness survey to celebrate successes and areas of improvement during the transition.
- Work with the District Architect to plan for the 2026 HLS survey.

Year one Key Performance Indicators and Targets:

	2021-22	2022-23	Target
Current estimate of the number of days cash on hand	258	274	200
District Financial Profile Ranking	4.0	4.0	Above 3.54
Health Life Safety Compliance Completion	85%	85%	100%
Long Range Facility Plan Completion	25%	80%	50%
IT Tickets completed in 3 days or less	NA	89%	BLY
Maintenance tickets completed in 3 days or less	NA	72%	BLY

BLY = Baseline Year